

**DRAFT FOR DISCUSSION**  
**(subject to School Committee review and approval)**

This **AGREEMENT** (hereinafter “the Agreement”) is being entered into by and between the Lowell School Committee (hereinafter, “the School Committee”) and the United Teachers of Lowell (hereinafter, “Union”) in order to work together to sustain educational operations during this health crisis so as to best support students and families during a time when retaining and recruiting quality employees is of utmost importance,

**WHEREAS**, the Union and the School Committee are parties to a Collective Bargaining Agreement (hereinafter, “the Contract”) and the Union and the School Committee wish to continue to collaborate to support schools and to work together on ways to best retain and recruit staff, while continuing to deliver excellent instruction to students during challenging times for staffing and recruiting;

**NOW THEREFORE**, the School Committee and the Union hereby agree to following, **to expire on June 30, 2023, unless extended in writing:**

1. As incentives to aid in retaining the District’s educators, for the 2022-2023 school year:
  - a. Contractually eligible employees with over 15 years’ employment may cash out up to \$1,500.00 in sick leave buy back now if they commit to returning for the 2022-2023 school year, subject to the availability of funds in the Superintendent’s sole discretion. Requests must be submitted prior to June 1, 2022, and payments will be provided for all approved requests on the first pay period of the 2022-2023 school year,
  - b. All employees who identify as bilingual with demonstrated fluency in any of the highest frequency languages spoken among LPS students and families (i.e. Spanish, Portuguese, Khmer, Vietnamese, Arabic and Swahili, or another language approved by the Superintendent, in his sole discretion, based on the operational needs for the school district for access to emergency translation) will be provided with additional compensation added to their baseline pay, according to the following schedule:
    - i. Conversational language fluency: \$500
    - ii. Academic language fluency: \$1000
    - iii. Certified translator/interpreter: \$1500
  - c. All teachers who attain National Board Certification from the National Board for Professional Teaching Standards in the content area in which they are assigned to teach will receive an additional \$2500 added to their baseline pay,
2. To aid in recruiting and to highlight the advantages to starting a new career in Lowell Public Schools, for the 2022/2023 school year:
  - a. All paraprofessionals will make no less than \$30,000 per school year, including compensation for extra days worked, if any, for completing a 3 day paraprofessional orientation course, which will qualify the paraprofessional for the compensation level. This course will be offered at the start of the school year and also over a vacation period.
  - b. All teachers will be provided up to \$500 in reimbursement for supplies purchased at a corporate partner of the District’s choice in order to alleviate some of the expenses that educators encounter in preparing their classrooms,
  - c. Lowell Public Schools will run an extra “5th compendium” beyond the contractually required 4 compendia. Teachers hired into vacancies created by current teachers transferring to a new position due to vacancies created by this extra “5th compendium,” may be hired as full-time teachers, as opposed to requiring a designation of ‘long-term

substitute.” If a position is newly created after the running of the 5th compendium, such shall still be classified as a long-term substitute.

- d. All full-time, licensed educators, who make less than \$70,000/year, and maintain student loans which are not eligible for reimbursement through any other state or federal loan forgiveness or reimbursement program, will be eligible for up to \$10,000 in additional compensation for one year to defray the costs of such expenses, subject to the availability of funds and in the Superintendent's sole discretion after his review of the applications for tuition reimbursement. Any teacher who accepts additional compensation under this program will commit to remaining as an employee in Lowell Public Schools for a minimum of three (3) years. If for some reason, the employee does not complete 3 full years of subsequent employment, they will be obligated to repay a prorated share of the funds received under this program.
3. To further support educators in navigating the added challenges experienced in the aftermath of the COVID-19 pandemic, for the 2022/2023 school year, the nine (9) monthly after school faculty meetings as defined within provision XV of the current CBA will be expanded from 1 hour to 2 hours for additional professional learning time for teachers and paraprofessionals. For this added professional learning time, all teachers and paraprofessionals will receive an additional \$1,000 in compensation for the 2022/2023 school year with the understanding that these monthly sessions are required. The payments will be provided to all eligible employees as a \$600 one-time payment if still employed on November 20, 2022 and an additional \$400 one-time payment if employed on April 1, 2023.
4. To further ensure that students and staff in the District's highest need schools have equitable access to critical service areas available within the community, the parties agree to collaborate on the implementation of a full-service community school model in all designated Renaissance Schools during the 2022-2023 school year. With the increased need for these services in the aftermath of COVID-19, a full-time, school-based position within the UTL bargaining unit will be allocated to each school in the Renaissance Network at the sole discretion of the superintendent-based on a job description mutually agreed upon by the parties - to initiate, coordinate and sustain school-based partnerships, programming and other services before, during and after school hours to further meet the instructional, behavioral, social-emotional, physical health, mental health and other learning needs of students and families inside and outside of the classroom. It is understood and mutually agreed that this position will be required to work non-traditional hours, including evenings and weekends, as needed to implement the full-service community school model at an assigned school.

**IN WITNESS WHEREOF**, all parties have set their hand and seal to this Memorandum of Understanding as of the dates indicated below.